

MINUTES  
STATE BOARD FOR COMMUNITY AND JUNIOR COLLEGES  
FEBRUARY 7, 2002

A special meeting of the State Board for Community and Junior Colleges was held on Thursday, February 7, 2002, at 10:00 a.m., in Room 507 of the Education and Research Center in Jackson, Mississippi.

**Members present:** Sara Fox, Donald Green, Joanna Heidel, Veldore Heidelberg, Henry Hudspeth, Jimmy Murphy, George Walker, Lawrence Warren, and Brenda Yonge.

**Member absent:** David Marsh.

**Staff in attendance:** Dr. Olon Ray, Dr. Randall Bradberry, Becky Cade, Dr. Larry Day, Deborah Gilbert, Sandra Lucas, Jason Pugh, Dr. Wayne Stonecypher, and Dr. Evelyn Webb.

**Guests in attendance:** Andy Kanengiser – The Clarion Ledger and David Brister – WLBT.

**CALL TO ORDER**

Chairman George Walker called the meeting to order at 10:10 a.m.

Dr. Olon Ray congratulated SBCJC member Brenda Yonge on her recent marriage and shared an article from The George County Times announcing her promotion to the Board of Directors of the Century Bank.

**PERSONNEL MATTER**

Mr. Walker yielded the floor to SBCJC Executive Director, Dr. Olon Ray. Dr. Ray distributed to each SBCJC member a copy of a letter officially announcing his retirement and tendering his resignation (Exhibit A). He respectfully requested that the Board accept his resignation effective June 30, 2002. Dr. Ray expressed his appreciation to the Board for their support during his tenure.

Mr. Walker offered comments to the Board commending Dr. Ray for his work and stated that he felt Dr. Ray had helped to make Mississippi's community and junior college system one of the best in the nation. He lauded Dr. Ray's accomplishments and thanked him for his work on behalf of Mississippi's community and junior colleges. Mr. Walker then opened the floor for comments from Board members.

Donald Green spoke on behalf of the new Board members and stated that Dr. Ray was a great asset to the colleges and that it had been a pleasure to work with him.

Veldore Heidelberg stated that even though she had been on the Board for a short time it had been an enjoyable experience. She said it had been a pleasure to meet and work with Dr. Ray and she expressed her best wishes for his retirement and wished him luck in all his endeavors.

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Henry Hudspeth made a motion, seconded by Jimmy Murphy, that the Board regretfully accept the resignation of Executive Director, Olon Ray, effective June 30, 2002. **Motion passed unanimously.**

Mr. Walker suggested that a working committee be established to deal with the process of replacing Dr. Ray. Mr. Walker appointed the committee as follows: Chairman – George Walker, Vice Chairman – Henry Hudspeth, Joanna Heidel, and Sara Fox. Mr. Walker stated that if other Board members wished to serve on the committee, they would be welcome.

Jimmy Murphy made a motion, seconded by Veldore Heidelberg, that the Board advertise the position and solicit applications from Mississippi and the surrounding states for the Executive Director's position. All applications should be submitted to the SBCJC by 5:00 p.m. on April 1, 2002, and will be distributed to the working committee for their review during a two to four week period. The committee would then narrow the field for presentation to the full board for review. **Motion passed unanimously.**

The Board discussed the method of advertising the position. It was the consensus of the Board that the search process be accomplished as an in-house process using no consultant. It was agreed that the position announcement would be forwarded to the Higher Education Institutions in Mississippi and adjacent states to solicit qualified applicants.

Dr. Ray suggested that SBCJC staff be given the approval to prepare a brochure providing vital information about the Board, the position, and stating the salary range. The information would be forwarded to the appropriate community college and higher education entities. The position will be advertised in The Clarion Ledger and posted to the SBCJC web site.

Mr. Walker asked the members of the working committee to confirm that they were willing to serve. Mr. Hudspeth, Mrs. Heidel, and Mrs. Fox responded in the affirmative.

A packet of information was distributed to each Board member containing the Executive Director's job description, the SBCJC salary schedule, and a copy of the SBCJC Application for Employment (Exhibit B). The Board discussed the minimum and special requirements listed for the position. Jimmy Murphy made a motion, seconded by Brenda Yonge, that the Board retain the current minimum and special requirements for the Executive Director's position. **Motion passed unanimously.**

Dr. Ray asked for the Board member's approval for staff to design and develop the brochure for the position announcement and the employment application. Dr. Ray also suggested that the Board examine the current SBCJC salary schedule for revision. The current salary range for the Executive Director is \$85,000 to \$100,000. Dr. Ray suggested that the base line salary amount be changed to \$100,000. Upon a motion by Henry Hudspeth, and a second by Joanna Heidel, the Board **voted unanimously** to raise the base salary for the Executive Director's position from \$85,000 to \$100,000.

Dr. Ray asked if the Board would like to seek nominations for the position. Upon a motion by Sara Fox, and a second by Jimmy Murphy, the Board **voted unanimously** not to seek nominations for applicants for the position.

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In other business, Dr. Ray stated that due to budget cuts he would be making reassignments of SBCJC staff as outlined as part of his job responsibility. He will keep the Board informed on the changes.

Donald Green volunteered and asked to serve on the working committee. Mr. Walker thanked him and added his name to the committee.

**ADJOURNMENT**

The meeting adjourned at 10:55 a.m.

  
George Walker, Chairman

  
Olon E. Ray, Executive Director